ONTARIO

Ministry of Labour
Labour Management Services
Office of Collective Bargaining Information

Ontario Collective Bargaining Agreement Expirations

2002

ISSN: 0703-6345

103-03949/

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Foreword

This *Ontario Collective Bargaining Agreement Expirations* report is the thirty-fifth annual report on collective agreement expirations produced by the Office of Collective Bargaining Information (OCBI).

The information in this report is derived from the database of OCBI as of **December 13, 2001**. The names of employers, bargaining agents, and the number of employees listed for each expiry reflect information received by OCBI at the time of ratification of the most current collective agreement. As a result of amalgamations and restructuring in the broader public sector, certain agreements listed in this report may not reflect recent changes to bargaining structures or bargaining agents.

The report excludes situations resulting from recent or future Ontario Labour Relations Board decisions or expired agreements that have not been ratified as of the publication date.

Detailed tables and listings of year 2002 expirations by industry, union, and bargaining unit size are available from OCBI.

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Executive Summary

The *Ontario Collective Bargaining Agreement Expirations* report provides an overview of the expected collective bargaining activity in Ontario for 2002. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2002 will involve 2,335 collective agreements covering 444,758 employees. In comparison to 2001, the number of agreements expiring in 2002 represents a decrease of 24%.
- Fifty-one percent of the agreements expiring in 2002 will occur during the months of March, August, and December. This is due to the large number of agreements expiring in health and welfare (255 agreements in March and 77 in December), municipal government (63 agreements in March and 75 in December), and education and related services (160 agreements in August). Taking into consideration the number of employees covered by the agreements set to expire in 2002, most bargaining activity will take place during the months of March, August, September, and December, affecting employees in health and welfare, education, transportation equipment, and municipal government.
- Public sector agreements, which account for approximately 42% of all agreements expiring in 2002, cover approximately 55% of the total number of employees in both the private and public sectors.
- Of the approximately 243,800 public sector employees whose agreements expire in 2002, 80% are employed in education (53%), health and welfare (17%), municipal government (6%), and provincial government (4%). Of the 972 public sector agreements expiring in 2002, 89% are in health and welfare (46%), education (25%), and municipal government (18%).
- Collective bargaining negotiations in the Broader Public Sector (BPS) continuing from 2001 include the City of Toronto (inside, outside, part-time, recreation, homes for the aged), Toronto Police Services Board (uniform, civilian), City of Greater Sudbury (inside, outside), City of Hamilton-Wentworth (office, outside), City of Ottawa (office, outside, recreation, part-time, professional, library), and Ontario Government (seven bargaining units). Major negotiations in the BPS for 2002 include the University of Toronto (6 bargaining units, June), Toronto District School Board (5 bargaining units, August), Toronto Catholic District School Board (2 bargaining units, August), York University (4 bargaining units, August), Peel Regional Municipal Police Services Board (2 bargaining units, December), and York Regional Police Services Board (2 bargaining units, December).
- Significant negotiations in the Electric, Gas, and Water Utilities industry will take place with Ontario Power Generation (March), Hydro One (March), as well as Enbridge Consumers Gas and Union Gas (December).
- Key negotiations in the private sector include Bell Canada (May), Fortinos Supermarkets (June), Stelco [Hilton Works] (July), as well as the "big three", DaimlerChrysler, Ford, and General Motors (September).
- Under federal jurisdiction, Canada-wide agreements for the Canadian Advertising Institute and Canadian Advertisers Association, Canada Customs and Revenue Agency, and Treasury Board of Canada will expire in 2002.
- Major unions representing large numbers of employees covered by agreements expiring in 2002 include the Canadian Auto Workers, Canadian Union of Public Employees, Elementary Teachers' Federation of Ontario, United Steelworkers of America, and United Food and Commercial Workers.

Ontario Collective Bargaining Agreement Expirations, 2002

Key Negotiations in 2002*

MTH	EMPLOYER/SECTOR	UNION(S)	EMPLS
Jan	Cdn Advertising Institute and Cdn Advertisers Assn	Cdn TV & Radio Artists	2,431
	Pharma Plus Drugmarts	UFCW	1,500
Mar	Liquor Control Board of Ont	Ont Liquor Bd Empls	4,600
	Ont Council of Teaching Hospitals	Interns & Residents Assn	2,328
	Ont Power Generation (nuclear & non-nuclear)	CUPE	10,340
	Transit Commissions (Ottawa, Toronto)	ATU	9,613
	Cdn Red Cross Society (Ont Zone)	SEIU	5,000
	Hydro One	CUPE	3,200
	Workplace Safety & Insurance Bd	CUPE	3,000
Apr	Canada Customs and Revenue Agency	PIPSC	2,000
	Treasury Bd of Canada (computer systems)	PIPSC	4,369
May	Bell Canada	Cdn Telephone Empls	8,100
	Dana Canada	CAW	1,188
	Treasury Bd of Canada (correctional)	Cdn Correctional Officers	1,270
Jun	Cara & Various Independent Franchisees	UFCW	3,000
	Fortinos Supermarkets	UFCW	3,400
	Navistar International	CAW	2,100
	University of Toronto (6 units)	Various	5,470
Jul	No Frills Franchise Stores	UFCW	3,000
	Stelco (Hilton Works)	USWA	5,000
Aug	School Boards	Various	103,035
Sep	"Big Three" Auto Makers	CAW	48,985
	Peregrine (fabrication operations)	CAW	1,400
	Treasury Bd of Canada (applied science & engineering)	PIPSC	2,491
Oct	Auto Haulaway (office)	Teamsters	1,250
	Eastern Canada Car Carriers Allied Systems/Gen-Auto (shippers)	Teamsters	1,300
Nov	Group 4 CPS (protection services)	UFCW	1,180
Dec	Cdn Pacific & St. Lawrence & Hudson (conductors)	Locomotive Engineers/ UTU	1,207
	Ont Govt Provincial Police	OPP	5,033

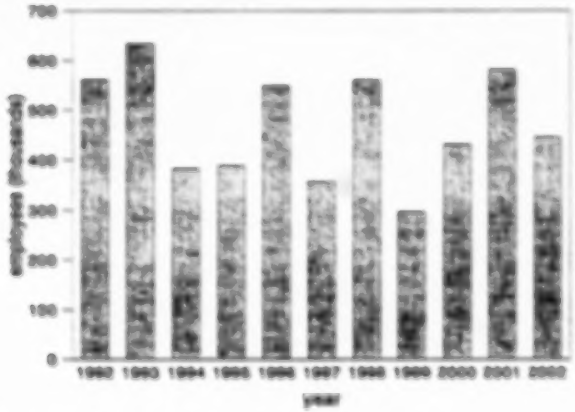
** Reflects the most current information received by OCBI*

There are currently 9,618 agreements, covering 1,517,176 employees on file in the Office of Collective Bargaining Information (OCBI). According to the information received and processed by OCBI, 2,335 collective agreements covering 444,758 Ontario-based employees are scheduled to expire in 2002. The agreements expiring in 2002 represent 24% of all agreements filed with OCBI and affect 29% of the total number of employees covered, compared to 30% and 38% reported in the 2001 expirations report (see Figure 1).

Of the 2,335 agreements scheduled to expire in 2002, approximately 42% are public sector agreements and cover 55% of all employees in both public and private sectors. The level of bargaining activity in the public sector will be influenced by negotiations continuing from 2001, specifically negotiations between the Ontario Government and seven bargaining units, as well as ongoing negotiations under municipal restructuring and amalgamation, which include first agreements following amalgamation in the cities of Hamilton, Ottawa, and Sudbury.

Agreements expiring in the health care sector in 2002 include those between the Canadian Red Cross Society and 5,000 members of the Service Employees International Union (SEIU), the Ontario Council of Teaching Hospitals and 2,328 employees represented by the Interns and Residents Association, as well as the Centre for Addiction and Mental Health and 1,550 members of Ontario Public Service Employees Union (OPSEU).

Figure 1: Ontario Collective Agreement Expirations, Employees Covered, 1992—2002



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

Other Ontario Broader Public Sector (BPS) agreements set to expire in 2002 include the Workplace Safety and Insurance Board (March), school boards (August), the Ontario Government Provincial Police (December), and the Ontario Property Assessment Corporation (December).

In 2002, the private sector will account for 58% of all expiring agreements affecting 45% of all workers covered by these agreements. A great deal of bargaining in the private sector will take place in the transportation equipment industry with the "big-three" agreements expiring in September 2002, as well as in the fabricated metals (124 agreements) and transportation industries (89 agreements) (see Tables 2 and 3).

Economic Setting

Ontario's real gross domestic product (GDP) for 2001 is estimated to have grown by 1.1% due to weaker global growth and the negative impact of the September 11 terrorist attacks on the United States[1]. According to a survey of private-sector forecasts conducted by the Ministry of Finance[2], Ontario's real GDP is expected to rise by an average of 1.3% in 2002 and 4.1% in 2003 (see Figure 2). For 2002, collective bargaining will take place in a gradually strengthening economic environment. Private-sector forecasters expect economic growth to rebound in mid-2002 as a result of lower interest rates, provincial and federal tax cuts, stronger economic growth in the United States, and lower oil and natural gas prices.

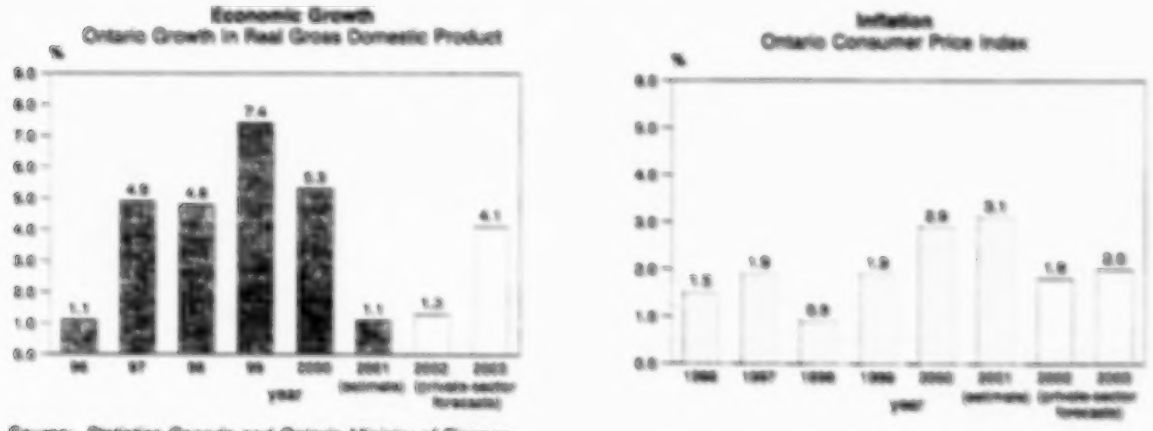
The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI) is estimated at 3.1% in 2001 compared to 2.9% in 2000. The rise in inflation in the last two years was largely due to the earlier increase in energy prices. Economic forecasters expect that inflation will drop to an average of 1.8% in 2002 and 2.0% in 2003 (see Figure 2). The year-over-year Ontario CPI inflation rate was 1.2% in November, down sharply from a peak of 4.3% in April. There is a high probability that inflation will decline even more than the consensus projection, given the recent sharp fall in energy prices.

The national unemployment rate averaged 7.2% in 2001, up from 6.8% in 2000. Ontario's unemployment rate averaged 6.3% in 2001, up from 5.7% in 2000. Private-sector forecasters project that Ontario's unemployment rate will rise to an average of 7.1% in 2002 and then fall to 6.7% in 2003.

During the first 11 months of 2001, the annual increase in base wage rates for collective agreements covering a minimum of 200 employees averaged 2.9%, up from 2.7% in 2000. Wage increases for the public and private sectors also showed an increase from last year. Private-sector wage settlements averaged 3% for the first 11 months of 2001, compared to the twelve-month average of 2.4% in 2000. This is due to greater wage increases in the primary and trade and finance industries. Similar to the private sector, public-sector wage settlements averaged 2.9% from January to November 2001 and increased from 2.7% for

[1] *Ministry of Finance, 2001 Ontario Economic Outlook and Fiscal Review*
[2] *Ministry of Finance, Ontario Survey of Economic Forecasts (January 2002)*

Figure 2: Selected Economic Indicators, 1996—2003



Source: Statistics Canada and Ontario Ministry of Finance

2001. This increase resulted from wage increases in public administration and education and related services.

According to the Conference Board of Canada[1], wage increases for Ontario remain uncertain due to the downturn in the high technology and manufacturing sectors. In addition to the weakness in the Canadian economy and the events of September 11, organizations are considering salary freezes or deferments of increases to the following year, leaving job security and income protection as priority issues on the bargaining agenda. However, the study forecasts above average increases in 2002 for the pubic sector, which is expected to surpass private sector increases for the first time in many years.

Activity by Month

The collective agreements covering the largest number of employees are set to expire during March, August, September, and December 2002 (see Figure 3). These agreements cover 70% of the total number of employees whose agreements are set to expire this year. Expirations in March are primarily in health and welfare services, electric, gas and water, and transportation industries. Of the agreements expiring in August, the education sector accounts for 93% or 108,254 of all employees covered during this month. The transportation equipment industry accounts for 80% of the employees affected during the month of September. Expiring agreements for December are widely spread out among all sectors with a relatively large number of employees in municipal government (10,781), provincial government (6,733), and health and welfare services (5,379).

[1] *Conference Board of Canada, Compensation Planning Outlook 2002*

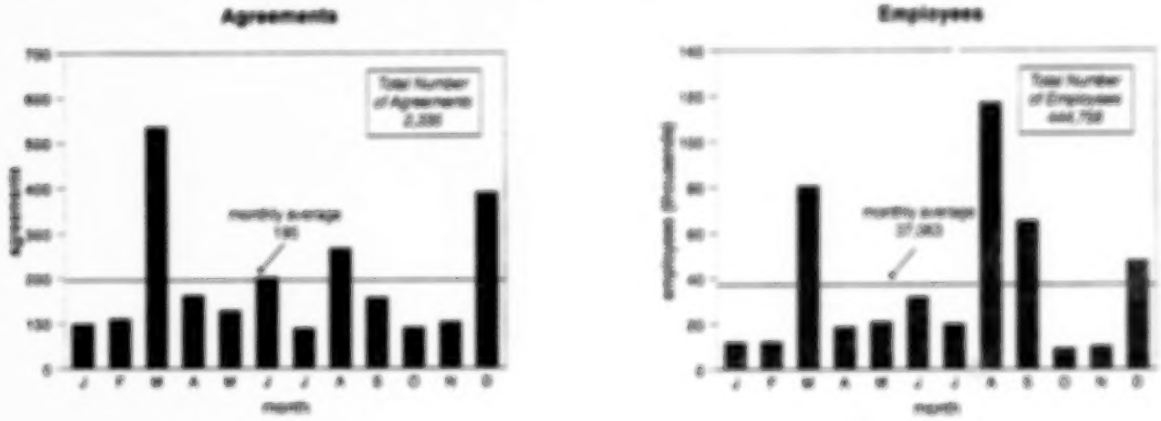
The months of March, August, and December will have the greatest number of expiring agreements (1,193), due to the large number of expiries in health and welfare (March and December), municipal government (March and December), and education and related services (August).

Activity by Industry

Collective bargaining will be most prevalent in the non-manufacturing sector. The 1,679 agreements expiring in this sector, account for 72% of all agreements expiring in 2002, compared to 656 in the manufacturing sector. Of all agreements in the non-manufacturing sector, over half (867) are in health and welfare, education, and municipal government. In terms of the number of employees, non-manufacturing agreements cover 316,509 employees or 71%, covered under expiring agreements. The BPS accounts for 55% of agreements expiring in 2002 and 70% of employees covered by the non-manufacturing agreements.

The manufacturing sector contains 28% of all agreements expiring in 2002, covering 29% of all employees whose agreements expire this year. Bargaining in this sector will be concentrated in fabricated metals, food and beverage, transportation equipment, rubber and plastics, and non-metallic metals, which will account for 53% of all manufacturing agreements. The largest number of employees covered by manufacturing agreements are in the transportation equipment industry, with 70 agreements covering 64,683 employees or 50% of the manufacturing total.

Figure 3: Monthly Bargaining Activity, 2002



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

In 2002, 24% of all current private sector agreements are scheduled to expire, compared to 27% in 2001. Major private sector negotiations include:

- *Communications*: Bell Canada
- *Retail Trade*: Fortinos Supermarkets, No Frills Franchise Stores
- *Mining and Quarrying*: Stelco (Hilton Works)
- *Transportation Equipment*: DaimlerChrysler, Ford, General Motors

Major public sector negotiations will take place in:

- *Education and Related Services*: School Boards, Carleton University (part-time teaching assistants), McMaster University (part-time teaching assistants), University of Ottawa (teaching assistants, tutors), University of Toronto (casual unit, staff-appointed), University of Western Ontario (academic, graduate students), and York University (office, part-time teaching assistants)
- *Health Care*: Canadian Red Cross Society (Ontario zone), Ontario Council of Teaching Hospitals, Centre for Addiction and Mental Health
- *Municipal Government*: Transit Commissions (Ottawa, Toronto)
- *Provincial Government*: Workplace Safety and Insurance Board, Ontario Government Provincial Police
- *Federal Government*: Canada Customs and Revenue Agency, Treasury Board of Canada (computer systems, correctional, applied science and engineering), National Research Council of Canada
- *Federal Communications*: Canadian Advertising Institute and Canadian Advertisers Association

In the Electric, Gas, and Water industry, the Canadian Union of Public Employees (CUPE) will be in negotiations with Ontario Power Generation, as well as Hydro One. The Communications Energy and Paperworkers Union (CEP) will be negotiating a renewal agreement with Enbridge Consumers Gas and Union Gas.

Activity by Union

A total of 86 unions will be bargaining on behalf of all employees whose agreements expire in 2002. In terms of the number of employees, the top ten largest unions represent 74% of the total number covered by all unions (see Table 1). The CAW represents the largest number of employees at 18% or 91,101 of the total number, while CUPE will be negotiating the largest number of agreements, representing 14% of the total number of agreements expiring in 2002.

Table 1: Unions with Year 2002 Contract Expiries Covering the Largest Number of Employees

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Cdn Auto Workers (CAW - Canada)	211	9.0	91,101	18.2
Canadian Union of Public Employees (CUPE)	337	14.4	68,488	13.7
Elementary Teachers Federation of Ontario (ETFO)	34	1.5	44,265	10.0
United Steelworkers of America (USWA)	243	10.4	35,644	8.0
United Food and Commercial Workers (UFCW)	161	6.9	24,381	5.5
Ontario Secondary School Teachers' Federation (OSSTF)	31	1.3	23,670	5.3
Ontario English Catholic Teachers' Association (OECTA)	57	1.8	21,820	4.9
Ontario Public Service Employees Union (OPSEU)	169	7.2	17,901	4.0
Service Employees International Union (SEIU)	119	5.1	13,370	3.0
Amalgamated Transit Union (ATU-INTL)	7	0.3	11,259	2.5
Total	**1,349**	**57.7**	**329,454**	**74.0**

Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

Table 2: Ontario Collective Bargaining Agreements Expiring in 2002, Number of Agreements by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	31	51	57	70	53	57	32	46	75	40	67	77	656
Food, Beverage	6	3	9	5	6	9	3	5	4	4	9	13	76
Rubber, Plastics	1	1	2	5	5	3	0	3	5	5	2	7	39
Leather	0	0	2	0	0	0	0	0	0	1	0	0	3
Textile	2	2	2	2	2	0	1	2	0	2	1	1	17
Knitting Mills	0	0	1	0	0	0	0	0	0	1	1	1	4
Clothing	0	3	0	3	0	0	2	0	1	0	2	1	12
Wood	2	2	3	3	6	3	3	4	0	0	2	4	32
Furniture, Fixtures	0	1	4	1	1	3	1	0	6	0	0	4	21
Paper	1	4	2	4	0	1	1	1	1	5	1	6	27
Printing, Publishing	1	1	0	15	5	6	2	2	1	1	1	3	38
Primary Metals	0	1	1	4	0	1	5	2	6	5	10	3	38
Fabricated Metals	10	12	11	12	7	15	2	10	14	11	12	8	124
Machinery	1	2	3	4	4	4	3	1	4	0	3	6	35
Transportation Equipment	1	7	4	1	7	3	2	9	17	3	11	5	70
Electrical Products	2	7	3	1	2	1	0	3	5	1	3	3	32
Non-metallic Minerals	0	3	5	7	3	5	3	0	4	0	6	3	39
Petroleum, Coal	0	0	0	0	3	0	0	0	0	0	0	0	3
Chemicals	2	2	4	2	1	3	1	1	4	1	2	4	27
Other Manufacturing	0	0	1	1	1	0	3	3	0	0	1	1	11
TOTAL NON-MANUFACTURING	60	59	479	52	75	145	57	221	93	91	56	314	1,679
Agriculture	0	0	0	0	0	0	0	1	0	0	0	0	1
Forestry	0	0	0	0	0	1	0	3	1	0	0	1	6
Mining, Quarrying	0	3	3	2	1	0	0	0	1	5	0	1	16
Transportation	7	4	26	2	8	7	1	6	6	5	1	10	85
Storage	2	0	1	1	0	3	0	0	0	1	0	4	12
Communications	1	0	1	0	2	1	0	2	0	0	0	0	7
Electric, Gas, Water	3	2	26	5	3	5	1	3	3	4	1	23	79
Wholesale Trade	11	7	6	4	5	10	11	2	8	5	4	12	87
Retail Trade	4	11	7	5	5	10	7	7	7	4	0	8	81
Finance, Insurance Carriers	1	1	1	0	0	1	0	0	0	2	0	4	10
Real Estate, Insurance Agencies	0	3	11	0	0	1	1	0	4	0	4	11	35
Education, Related Services	2	1	23	0	1	29	1	160	1	0	2	16	246
Health, Welfare Services	7	4	255	11	16	25	0	6	20	10	6	77	451
Religious Organizations	1	0	0	0	0	0	0	0	0	0	0	0	1
Recreational Services	1	0	5	3	1	5	0	2	0	1	1	8	27
Management Services	2	1	10	1	2	5	2	3	2	2	2	5	37
Personal Services	0	1	6	5	0	2	0	0	2	1	1	0	18
Accommodation, Food Services	0	7	6	6	6	6	12	5	5	0	2	13	68
Other Services	9	6	13	5	7	22	6	9	14	3	2	24	120
Federal Government	1	1	0	2	1	0	1	1	1	0	0	1	10
Provincial Government	0	0	2	0	0	1	0	0	0	0	0	2	5
Local Government	0	3	63	0	3	2	4	0	7	1	0	73	172
Construction	2	2	13	12	0	0	0	11	1	1	0	3	55
ALL INDUSTRIES	90	110	536	162	128	202	89	267	168	91	123	391	2,335

Table 3: Ontario Collective Bargaining Agreements Expiring in 2002, Number of Employees Covered by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**3,196**	**6,100**	**5,794**	**5,509**	**7,052**	**8,305**	**11,931**	**5,195**	**57,834**	**3,617**	**7,041**	**6,675**	**128,249**
Food, Beverage	533	154	696	1,056	450	1,328	108	320	765	250	1,432	1,475	8,567
Rubber, Plastics	16	107	163	669	976	595	0	153	340	294	56	585	3,954
Leather	0	0	274	0	0	0	0	0	0	250	0	0	524
Textile	1,107	257	279	170	145	0	179	310	0	296	55	230	3,028
Knitting Mills	0	0	150	0	0	0	0	0	0	525	50	100	825
Clothing	0	149	0	168	0	0	102	0	75	0	417	4	915
Wood	70	170	513	183	955	121	218	600	0	0	152	456	3,438
Furniture, Fixtures	0	304	403	44	68	241	407	0	869	0	0	945	3,281
Paper	100	580	110	641	0	35	30	40	71	652	55	473	2,787
Printing, Publishing	238	12	0	213	47	536	253	32	14	7	10	156	1,518
Primary Metals	0	150	54	274	0	54	9,372	359	701	550	761	166	12,441
Fabricated Metals	704	1,151	385	845	761	1,419	110	1,541	1,331	503	1,051	258	10,059
Machinery	63	53	296	626	155	686	181	250	134	0	47	128	2,619
Transportation Equipment	47	2,094	666	125	2,878	2,271	503	1,246	52,170	205	1,714	764	64,683
Electrical Products	190	739	587	85	479	155	0	205	612	20	323	353	3,748
Non-metallic Minerals	0	93	922	238	73	725	222	0	320	0	280	135	3,008
Petroleum, Coal	0	0	0	0	25	0	0	0	0	0	0	0	25
Chemicals	128	87	246	54	17	139	50	6	432	65	18	235	1,477
Other Manufacturing	0	0	50	118	23	0	196	133	0	0	620	212	1,352
TOTAL NON-MANUFACTURING	**8,747**	**6,037**	**74,726**	**13,063**	**13,766**	**23,469**	**8,001**	**111,682**	**7,435**	**5,564**	**3,035**	**40,984**	**316,509**
Agriculture	0	0	0	0	0	0	0	5	0	0	0	0	5
Forestry	0	0	0	0	0	5	0	103	22	0	0	16	146
Mining, Quarrying	0	319	330	121	19	0	0	0	750	495	0	14	2,048
Transportation	323	245	11,748	38	853	845	48	487	934	2,708	20	2,927	21,176
Storage	34	0	81	18	0	158	0	0	0	52	0	36	379
Communications	68	0	70	0	8,217	273	0	39	0	0	0	0	8,667
Electric, Gas, Water	41	51	14,613	304	111	134	7	34	197	96	12	1,967	17,567
Wholesale Trade	189	698	653	108	61	300	215	23	187	172	186	642	3,434
Retail Trade	2,145	581	4,902	281	263	4,268	3,339	401	929	107	592	398	18,206
Finance, Insurance Carriers	11	700	80	0	0	16	0	0	0	21	0	58	886
Real Estate, Insurance Agencies	0	131	112	177	57	57	12	0	166	0	13	2,175	2,900
Education, Related Services	75	340	2,041	2,601	36	10,093	1,250	108,254	38	0	328	4,257	129,313
Health, Welfare Services	528	272	28,709	405	1,003	1,199	760	290	640	837	370	5,379	40,392
Religious Organizations	4	0	0	0	0	0	0	0	0	0	0	0	4
Recreational Services	10	0	1,810	14	8	897	0	32	0	105	70	1,773	4,719
Management Services	2,438	11	1,219	40	257	628	602	1,029	143	716	1,195	806	9,084
Personal Services	0	10	230	317	0	64	0	0	31	65	8	0	725
Accommodation, Food Services	2,119	1,228	1,187	777	635	3,741	388	146	291	167	162	1,047	11,888
Other Services	181	106	374	51	228	626	233	195	417	15	79	972	3,477
Federal Government	22	510	0	6,388	1,270	0	1,093	81	2,491	0	0	965	12,820
Provincial Government	0	0	3,092	0	0	140	0	0	0	0	0	6,733	9,965
Local Government	523	570	2,886	532	93	25	54	0	176	4	0	10,781	15,644
Construction	36	265	589	891	655	0	0	563	23	4	0	38	3,064
ALL INDUSTRIES	**11,943**	**12,137**	**80,520**	**18,572**	**20,818**	**31,774**	**19,932**	**116,877**	**65,269**	**9,181**	**10,076**	**47,659**	**444,758**

Table 4: Ontario Collective Bargaining Agreements Expiring in 2002, Covering 200 Or More Employees by Month of Expiration

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
JANUARY			
Cdn Advertising Institute & Cdn Advertisers Assn	2,431	Cdn TV & Radio Artists	Province-wide
Delta Chelsea Hotel	594	Hotel Employees	Toronto, C
Du Pont Canada Inc (Kingston Site)	1,105	Independent Local Union	Kingston, C
Goodwill Industries of Toronto (Retail Div)	440	Teamsters	Toronto, C
Hilton Toronto	250	Hotel Employees	Toronto, C
Moore Corp Ltd (Moore North America Div)	238	Graphic Communications Union	Fergus, T
Pharma Plus Drugmarts Ltd	1,500	Food & Commercial Workers	Province-wide
Rich Tree Markets Inc	204	Service Employees Intl	Toronto, C
Seagram Co Ltd	220	Cdn Auto Workers	Amherstburg, T
Sheraton Centre Toronto Hotel	691	Hotel Employees	Toronto, C
The Westin Prince Hotel	300	Hotel Employees	Toronto, C
88 agreements covering fewer than 200 employees each.....3,970			
99 agreements.....11,943			
FEBRUARY			
Arvin Ride Control Products	350	Machinists	Peel, Tp
			Toronto, C
Canadian Imperial Bank of Commerce (Visa Centre)	700	United Steelworkers	Toronto, C
Canadian Salt Co (Ojibway Mine)	221	Cdn Auto Workers	Windsor, C
Crown Cork and Seal Canada Inc	237	United Steelworkers	North York, C
Durham District School Board (office/clerical/technical)	340	Cdn Public Empls	Durham Region
Fenwick Auto Products (City Wide Auto Transmission)	550	United Steelworkers	Toronto, C
Humber Sheet Metal Ltd (Trans-Weld Canada)	220	United Steelworkers	Toronto, C
Imperial Home Decor Group (Canada)	300	Communications Energy Paperwkr	Brampton, C
Kelsey-Hayes Canada Ltd (Beards Lane Plant)	311	Cdn Auto Workers	Woodstock, C
Kitchener City Corp (works/recreation)	270	Cdn Public Empls	Kitchener, C
Legacy Hotels Corp (Royal York Hotel)	800	Hotel Employees	Toronto, C
National Research Council of Canada (technical)	510	Research Council Employees	Ottawa, C
Oxford Suspension Ltd	440	Cdn Auto Workers	Chatham, C
Procor Ltd	235	Cdn Auto Workers	Oakville, T
Siemens Electric Ltd	250	Cdn Auto Workers	Windsor, C
Sklar-Peppler Furniture Corp (Sklar Div)	304	United Steelworkers	Durham Region
Strudex Fibres Ltd	205	Food & Commercial Workers	Waterloo, C
Ventra Group Inc (Kitchener & Peterborough Plants)	700	Cdn Auto Workers	Kitchener, C
			Peterborough, C
92 agreements covering fewer than 200 employees each.....5,194			
110 agreements.....12,137			

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
MARCH			
Baffin Inc	200	Cdn Operating Engineers	Hamilton-Wentworth Region
Bradson Mercantile Inc	350	United Steelworkers	Ottawa-Carleton Region
Brampton City Corp (outside/office)	355	Cdn Public Empls	Brampton, C
Canada Science and Technology Museum Corp	220	Public Service Alliance	Ottawa, C
Canadian Red Cross Society (Ontario Zone) (homemakers)	5,000	Service Employees Intl	Cornwall, C Durham Region Halton Region Kenora District Kingston, C Lambton County Lindsay, T Middlesex County Muskoka District Municipality Niagara Region Northumberland County Oxford County Peel Region Pembroke, C Perth County Sarnia, C Simcoe County York Region
Celanese Canada Inc	276	Communications Energy Paperwkr	Millhaven
Centre for Addiction and Mental Health	1,550	Ont Public Service Empls	Toronto, C
Computing Devices Canada Ltd	300	Salaried Empls Alliance(SEAC)	Ottawa, C
Diamond Taxicab Assn (Toronto) Ltd	550	Cdn Auto Workers	Toronto, C
Dubreuil Forest Products Ltd	440	IWA - Canada	Dubreuilville, Id
Durham District School Board (custodial)	473	Cdn Public Empls	Durham Region
Durham District School Board (educational assistants)	654	Cdn Public Empls	Durham Region
Four Seasons Hotel (Yorkville)	400	Food & Commercial Workers	Toronto, C
Grand and Toy Ltd	391	United Steelworkers	Toronto, C
Grey Bruce Health Services (paramedical/prof)	230	Ont Public Service Empls	Bruce County Grey, Tp
Humber River Regional Hospital (medical lab)	242	Ont Public Service Empls	Toronto, C
Hussmann Store Equipment Ltd	216	Cdn Auto Workers	Brantford, C
Hydro One Inc	3,200	Cdn Public Empls	Province-wide
ITT Industries of Canada Ltd (ITT Autmotive Div)	407	Cdn Auto Workers	Glencoe, Vl
John-John Transportation Services Inc & Related Co. (drivers)	245	Teamsters	Windsor, C
Kingston General Hospital (technologists/radiology)	250	Ont Public Service Empls	Kingston, C
Kitchener City Corp (office)	243	Cdn Public Empls	Kitchener, C
Lakehead Assn for Community Living	335	Ont Public Service Empls	Thunder Bay, C
Lakeridge Health Corp (technologists/medical lab)	350	Ont Public Service Empls	Bowmanville, T Oshawa, C Port Perry, Vl Uxbridge, Tp Whitby, T
Liquor Control Board of Ontario	4,600	Ont Liquor Board Employees	Province-wide
London Community Living	260	Ont Public Service Empls	London, C
London Health Sciences Centre (medical lab)	321	Ont Public Service Empls	London, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Meadowvale Security Guard Services Inc	383	Christian Labour Assn	Etobicoke, C Scarborough, C Toronto, C Vaughan, T
Motion Picture Studio Production Tech Feature Film (3 agreements)	1,800	Theatrical Stage Employees	Toronto, C
Niagara Health System (paramedical/prof)	460	Ont Public Service Empls	Niagara Region
Omstead Foods Ltd	350	Food & Commercial Workers	Mersea, Tp Port Stanley, Vl Romney, Tp
Ontario Council of Teaching Hospitals	2,328	Internes & Residents Assn	Hamilton, C Kingston, C London, C Ottawa, C Toronto, C
Ontario Power Generation Inc (fossil/hydroelectric/non-nuclear)	3,098	Cdn Public Empls	Province-wide
Ontario Power Generation Inc (nuclear)	7,242	Cdn Public Empls	Province-wide
Oshawa/Clarington Assn for Community Living	210	Cdn Public Empls	Clarington, T Oshawa, C
Ottawa-Carleton Regional Transit Commission	1,800	Amalgamated Transit (ATU-Intl)	Ottawa, C
Peterborough Regional Health Centre (medical lab)	278	Ont Public Service Empls	Peterborough, C
PPG Canada Inc (Duplate Div)	900	Cdn Auto Workers	Hawkesbury, T Oshawa, C
Ridgewood Industries	210	Food & Commercial Workers	Cornwall, C
Romzap Ltd (Sheraton Fallsview & Conference Centre)	290	Food & Commercial Workers	Niagara Falls, C
Rouge Valley Health System	247	Ont Public Service Empls	Ajax, T Pickering, T Toronto, C
Rygiel Homes	230	Cdn Public Empls	Hamilton-Wentworth Region
Sarnia General Hospital (St Josephs Health Centre)	233	Ont Public Service Empls	Sarnia, C
Sisters of Charity of Ottawa Health Service	900	Labourers	Ottawa, C
Sutton Place Hotel	289	United Steelworkers	Toronto, C
Thunder Bay Regional Hospital (medical lab)	273	Ont Public Service Empls	Thunder Bay, C
Timmins and District Hospital	322	United Steelworkers	Timmins, C
Toronto Catholic Childrens' Aid Society	241	Cdn Public Empls	Toronto, C
Toronto Childrens' Aid Society	531	Cdn Public Empls	Toronto, C
Toronto Hospital Corp (Toronto General/Western medical lab)	412	Ont Public Service Empls	Toronto, C
Toronto Transit Commission	7,813	Amalgamated Transit (ATU-Intl)	Toronto, C
Toronto Transit Commission (Electrical Div)	394	Cdn Public Empls	Toronto, C
Toronto Zoo Board (office/service)	251	Cdn Public Empls	Province-wide
Upper Lakes Group Inc (unlicenced personnel)	500	Cdn Auto Workers	Hamilton-Wentworth Region
Victorian Order of Nurses (Hamilton-Wentworth Branch)	211	Ont Public Service Empls	Windsor, C
Windsor Regional Hospital (paramedical)	309	Ont Public Service Empls	Windsor, C
Windsor Regional Hospital (service)	489	Service Employees Intl	Toronto, C
Workplace Safety & Insurance Board	3,000	Cdn Public Empls	
477 agreements covering fewer than 200 employees each.....22,563			
537 agreements.....80,615			
APRIL			
Canada Customs and Revenue Agency (operating/maintenance)	2,000	Professional Institute	Province-wide
Collins & Aikman Canada Inc	220	United Steelworkers	Kitchener, C
Dare Foods Ltd (Biscuit Div)	350	BakeryTobacco & Grain Millers	Kitchener, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Edscha of Canada	500	Cdn Auto Workers	Niagara Falls, C
Goodyear Canada Inc	375	United Steelworkers	Collingwood, T
Kimberly-Clark Forest Products Inc (mill operations)	495	Paper Allied-Ind Chem Engy Wkr	Terrace Bay, Tp
London City Corp (Fire Dept)	370	Ont Firefighters	London, C
McMaster University (instructors, part-time unit 2)	225	Cdn Public Empls	Hamilton, C
Mount Pleasant Group of Cemeteries (seasonal)	200	Service Employees Intl	Brampton, C Oshawa, C Richmond Hill, T Toronto, Metro Municipality Vaughan, T
National Grocers Co Ltd (Transport Div)	240	Food & Commercial Workers	Toronto, C
Nestlé Canada Inc (Confectionery Div)	460	Cdn Auto Workers	Toronto, C Whitby, T
Ontario Hydro Services Co Inc (electrical power transm constr)	400	Cdn Skilled Workers (CUSW)	Province-wide
Queens University (academic/librarians)	820	University Professors	Kingston, C
Siemens Westinghouse Inc	460	Cdn Auto Workers	Hamilton, C
Treasury Board of Canada (computer systems admin)	4,369	Professional Institute	Province-wide
University of Guelph (office)	800	Independent Local Union	Guelph, C
University of Guelph (trades/services/maintenance)	284	Cdn Public Empls	Guelph, C
University of Waterloo (plant & food services)	400	Cdn Public Empls	Waterloo, C
Westin Hotel	290	Food & Commercial Workers	Ottawa, C
143 agreements covering fewer than 200 employees each.....5,316			
162 agreements.....18,574			

MAY

Air Ontario Inc (pilots)	276	Cdn Air Line Pilots	London, C
Bell Canada (clerical & associated)	8,100	Cdn Telephone Empls	Province-wide
Bombardier Inc (Transportation Div)	780	Cdn Auto Workers	Thunder Bay, C
Columbia Forest Products (Levesque Div)	319	IWA - Canada	Hearst, T
Dana Canada Inc (Spicer Driveshaft, Parish Structural)	1,168	Cdn Auto Workers	Thorold, C
Electrical Contractors Assn of Toronto (residential lowrise)	600	Electrical Workers (IBEW)	OLRB Area 8
Fasco Motors Ltd	350	Cdn Auto Workers	Cambridge, C
Group 4 C P S Ltd (Hargrave Security International Inc)	250	Food & Commercial Workers	Province-wide
Halton Regional Municipality (Allendale Manor)	261	Ont Public Service Empls	Milton, T
Imperial Parking Ltd (o/a Impark)	250	Food & Commercial Workers	Toronto, C
Johnson Controls Inc	452	Cdn Auto Workers	Tillsonburg, T
Longlac Wood Industries Inc	400	IWA - Canada	Longlac, T
Norbord Industries Inc (Cochrane Div)	200	IWA - Canada	Cochrane, T
Pillsbury Canada Ltd	230	Bakery Tobacco & Grain Millers	Midland, T
Samuel, Son and Co Ltd	225	United Steelworkers	Mississauga, C
Treasury Board of Canada (correctional)	1,270	Cdn Correctional Officers	Province-wide
Veltri Metal Products Co (Veltri Modular Assembly)	200	Cdn Auto Workers	Windsor, C
Westin Harbour Castle Hotel	500	Food & Commercial Workers	Toronto, C
Woodbridge Foam Corp	361	Cdn Auto Workers	Woodbridge, Vl
Woodbridge Foam Corp	300	Cdn Auto Workers	Tilbury, T
108 agreements covering fewer than 200 employees each.....4,326			
128 agreements.....20,818			

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
JUNE			
AFG Industries Ltd	240	United Steelworkers	Scarborough, C
Air Canada Regional	275	Cdn Auto Workers	London, C North Bay, C Ottawa, C Sarnia, C Sault Ste Marie, C Sudbury, C Thunder Bay, C Timmins, C Toronto, C Windsor, C
Canadian Standards Assn (CSA International)	360	Cdn Public Empls	Rexdale
Cara and Various Independent Franchises (Swiss Chalet)	3,000	Food & Commercial Workers	Brantford, C Kingston, C London, C Mississauga, C Ottawa, C Peterborough, C Sarnia, C Scarborough, C Toronto, C Waterloo, C Whitby, T
Carleton University (office)	600	Cdn Public Empls	Ottawa, C
Champion Road Machinery Ltd	516	Machinists	Goderich, T
Conseil des écoles publiques de l'Est de l'Ontario (occasional)	400	Enseignants Franco-Ontariens	Eastern Ontario
Consumers Packaging Group Consumers (Glass Div)	420	Cdn Auto Workers	Toronto, C
Crown Cork and Seal Canada Inc (Plant No 233)	275	United Steelworkers	Concord
Crown Cork and Seal Canada Inc (Plant No 245)	200	United Steelworkers	Weston, T
Fortinos Supermarkets Ltd	3,400	Food & Commercial Workers	Brampton, C Burlington, C Hamilton, C
Keewatin-Patricia District School Board (secondary)	225	Ont Secondary School Teachers	Dryden Kenora District Red Lake, Tp
Laurentian University (academic staff/librarians)	361	University Professors	Sudbury, C
London Transit Commission	400	Amalgamated Transit (ATU-Intl)	London, C
Maple Leaf Sports & Entertainment Ltd (usher/food concession)	600	Teamsters	Toronto, C
Mirolin Industries Inc	240	United Steelworkers	Toronto, C
Navistar International Corporation Canada	2,100	Cdn Auto Workers	Chatham, C
Ontario Educational Communications Authority (TV Ontario)	273	Communications Energy Paperwkr	Toronto, C
Ontario Public Service Employees Union	260	Independent Local Union	Province-wide
P and H Foods (Poultry Processing Plant)	250	Food & Commercial Workers	Hanover, T
Pharma Plus Drugmarts Ltd	300	United Steelworkers	Ottawa, C
Quaker Oats Co of Canada Ltd	409	Cdn Auto Workers	Peterborough, C
Queens University (physical services)	225	Cdn Public Empls	Kingston, C
Rubbermaid Canada Inc	250	Cdn Auto Workers	Mississauga, C Oakville, T
Sears Canada Inc (Fairview)	300	Cdn Auto Workers	Willowdale
Thomson Newspapers Co Ltd (Globe and Mail)	425	Communications Energy Paperwkr	Toronto, C
Trent University (academic staff/librarians)	209	University Professors	Peterborough, C
University of Toronto (casual unit)	1,500	United Steelworkers	Toronto, C
University of Toronto (library support)	200	Cdn Public Empls	Toronto, C

University of Toronto (library support, part-time)	200	Cdn Public Empls	Toronto, C
University of Toronto (maintenance/service)	550	Cdn Public Empls	Toronto, C
University of Toronto (part-time service)	420	Cdn Public Empls	Toronto, C
University of Toronto (staff appointed)	2,600	United Steelworkers	Toronto, C
University of Western Ontario (academic staff)	1,247	University Professors	London, C
Voortman Cookies Ltd	315	Bakery Tobacco & Grain Millers	Burlington, C
Wescast Industries Inc	323	Cdn Auto Workers	Wingham, T
Wilfrid Laurier University	345	Independent Local Union	Barrie, C Waterloo Region
Wilfrid Laurier University (academic staff/librarians)	300	University Professors	Waterloo, C

163 agreements covering fewer than 200 employees, each.....7,251
201 agreements.....31,764

JULY

Algoma Steel Inc (salaried employees)*	700	United Steelworkers	Mississauga, C Sault Ste Marie, C Wawa
Algoma Steel Inc (Steelworks/Tube Div/office)*	3,492	United Steelworkers	Sault Ste Marie, C
D D M Plastics Inc	467	Machinists	Tillsonburg, T
Ensign Security Services Ltd	600	Food & Commercial Workers	Province-wide
Homewood Health Centre Inc (RPN/service)	269	Food & Commercial Workers	Guelph, C
National Research Council of Canada (research officers)	1,093	Professional Institute	Ottawa, C
No Frills Franchise Stores	3,000	Food & Commercial Workers	Province-wide
Ontario Store Fixtures (Metal Div)	407	United Steelworkers	Toronto, C
St Josephs Villa	320	Cdn Public Empls	Dundas, T
Stelco Inc (Hilton Works)	5,000	United Steelworkers	Hamilton, C
York University (office)	1,250	York University Staff Assn	Toronto, C

78 agreements covering fewer than 200 employees each.....3,334
89 agreements.....19,932

AUGUST

Algoma District School Board (elementary)	475	Elem Teachers Fed Ont	Algoma District
Algoma District School Board (secondary)	375	Ont Secondary School Teachers	Algoma District
Algonquin and Lakeshore Catholic District School Board (elementary)	740	Ont English Catholic Teachers	Frontenac County Hastings County Lennox and Addington County Prince Edward County
Algonquin and Lakeshore Catholic District School Board (office/support)	350	Cdn Public Empls	Frontenac County Hastings County Lennox and Addington County Prince Edward County
Avon Maitland District School Board (elementary occasional)	246	Elem Teachers Fed Ont	Huron County Perth County
Babcock & Wilcox (McDermott Co Div)	600	United Steelworkers	Cambridge, C
Bauer Industries Ltd (Plants No 1, 2 and 4)	298	Cdn Auto Workers	Waterloo, C

* early settlement in December 2001

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Brinks Canada Ltd (armoured car operations)	1,000	Teamsters	Hamilton, C Kitchener, C London, C Sarnia, C Sault Ste Marie, C St. Catharines, C Sudbury, C Windsor, C
Carleton University (sessional lecturers unit 2)	350	Cdn Public Empls	Ottawa-Carleton Region
Carleton University (teaching assistants part-time unit 1)	1,200	Cdn Public Empls	Ottawa, C
Durham Catholic District School Board (elementary)	1,027	Ont English Catholic Teachers	Durham Region
Durham Catholic District School Board (secondary)	481	Ont English Catholic Teachers	Durham Region
Durham District School Board (elementary)	1,847	Elem Teachers Fed Ont	Durham Region
Durham District School Board (secondary)	1,406	Ont Secondary School Teachers	Durham Region
Eastern Ontario Catholic District School Board (elementary/secondary)	800	Ont English Catholic Teachers	Lanark County Leeds and Grenville County Prescott and Russell County Stormont, Dundas and Glengarry County
Exhibit Builders Group of Ontario	200	Labourers	OLRB Area 8
Grand Erie District School Board (educational assistants)	381	Cdn Public Empls	Brant County Haldimand-Norfolk Region
Grand Erie District School Board (facility services)	241	Cdn Public Empls	Brant County Haldimand-Norfolk Region
Grand Erie District School Board (office/clerical/technical)	223	Cdn Public Empls	Brant County Haldimand-Norfolk Region
Great West Timber Ltd	420	Communications Energy Paperwkr	Thunder Bay, C
Halton Catholic District School Board (educational assistants)	210	Cdn Public Empls	Halton Region
Halton Catholic District School Board (elementary)	925	Ont English Catholic Teachers	Halton Region
Halton District School Board (educational assistants)	353	Independent Local Union	Halton Region
Halton District School Board (elementary)	1,700	Elem Teachers Fed Ont	Halton Region
Halton District School Board (maintenance)	233	Cdn Public Empls	Halton Region
Halton District School Board (office/clerical/technical)	237	Ont Secondary School Teachers	Halton Region
Halton District School Board (secondary)	964	Ont Secondary School Teachers	Halton Region
Halton District School Board (secondary occasional)	288.0	Ont Secondary School Teachers	Halton Region
Hamilton-Wentworth Catholic District School Board (elementary)	1,000	Ont English Catholic Teachers	Hamilton-Wentworth Region
Hamilton-Wentworth District School Board (elementary)	2,099	Elem Teachers Fed Ont	Hamilton-Wentworth Region
Hamilton-Wentworth District School Board (elementary occasional)	529	Elem Teachers Fed Ont	Hamilton-Wentworth Region
Hamilton-Wentworth District School Board (secondary)	1,217	Ont Secondary School Teachers	Hamilton-Wentworth Region
Hamilton-Wentworth District School Board (secondary occasional)	250	Ont Secondary School Teachers	Hamilton-Wentworth Region
Hastings and Prince Edward District School Board (custodial/office)	689	Cdn Public Empls	Hastings County Prince Edward County
Huron-Superior Catholic District School Board (elementary/secondary)	429	Ont English Catholic Teachers	Algoma District
Ivaco Inc (Rolling Mills Div, Rod Mill)	225	United Steelworkers	L'Orignal, Vl
Ivaco Inc (Rolling Mills Div, Melt Shop)	250	United Steelworkers	L'Orignal, Vl
Kawartha Pine Ridge District School Board (non-teaching personnel)	1,200	Cdn Public Empls	Clarington, T Northumberland County Peterborough County
Keewatin-Patricia District School Board (elementary)	250	Elem Teachers Fed Ont	Dryden Kenora District Red Lake, Tp
Laidlaw Transit Ltd (Mississauga Div)	210	Cdn Auto Workers	Mississauga, C
Lakehead University (teaching assistants, part-time)	350	Cdn Public Empls	Thunder Bay, C
Lambton Kent District School Board (maintenance/office)	780	Cdn Public Empls	Kent County Lambton County

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Lambton Kent District School Board (secondary)	662	Ont Secondary School Teachers	Kent County Lambton County
Limestone District School Board (caretaker/maintenance)	212	Cdn Public Empls	Frontenac County Lennox and Addington County
Limestone District School Board (elementary)	759	Elem Teachers Fed Ont	Frontenac County Lennox and Addington County
Limestone District School Board (secretarial/office/clerical/edu assist/tech)	457	Cdn Public Empls	Frontenac County Lennox and Addington County
London District Catholic School Board (elem/second/cont education)	1,305	Ont English Catholic Teachers	Elgin County London, C Middlesex County Oxford County
London District Catholic School Board (occasional teachers)	280	Ont English Catholic Teachers	Elgin County London, C Middlesex County Oxford County
McMaster University (teaching assistants part-time)	1,400	Cdn Public Empls	Hamilton, C
Near North District School Board (elementary)	500	Elem Teachers Fed Ont	Nipissing District Parry Sound District
Near North District School Board (secondary)	310	Ont Secondary School Teachers	Nipissing District Parry Sound District
Niagara Catholic District School Board (elementary)	815	Ont English Catholic Teachers	Niagara Region
Niagara Catholic District School Board (secondary)	480	Ont English Catholic Teachers	Niagara Region
Niagara District School Board (elementary)	1,900	Elem Teachers Fed Ont	Niagara Region
Niagara District School Board (secondary)	1,015	Ont Secondary School Teachers	Niagara Region
Orenda Aerospace Corp	260	Machinists	Mississauga, C
Ottawa-Carleton Catholic District School Board (elementary/secondary)	2,500	Ont English Catholic Teachers	Ottawa-Carleton Region
Ottawa-Carleton Catholic District School Board (maintenance)	303	Hotel Employees	Ottawa-Carleton Region
Ottawa-Carleton District School Board (elementary)	3,000	Elem Teachers Fed Ont	Ottawa-Carleton Region
Peel District School Board (elementary)	4,053	Elem Teachers Fed Ont	Peel Region
Peel District School Board (secondary)	2,132	Ont Secondary School Teachers	Peel Region
Peel District School Board (teaching assistants)	659	Independent Local Union	Peel Region
Peterborough Victoria Northumberland & Clarington Catholic DSB (elementary)	795	Ont English Catholic Teachers	Clarington, T Northumberland County Peterborough County Victoria County
Peterborough Victoria Northumberland&Clarington Catholic DSB (office)	521	Cdn Public Empls	Clarington, T Northumberland County Peterborough County Victoria County
Rainbow District School Board (secondary)	450	Ont Secondary School Teachers	Espanola, T Manitoulin District Sudbury District
Renfrew County District School Board (elementary)	408	Elem Teachers Fed Ont	Renfrew County
Siemens Canada Ltd (Automotive Systems)	226	Cdn Auto Workers	Chatham, C
Simcoe County District School Board (elementary)	1,852	Elem Teachers Fed Ont	Simcoe County
Simcoe County District School Board (maintenance)	370	Cdn Public Empls	Simcoe County
Simcoe Muskoka Catholic District School Board (elementary)	750	Ont English Catholic Teachers	Muskoka District Municipality Simcoe County
Simcoe Muskoka Catholic District School Board (occasional teachers)	262	Ont English Catholic Teachers	Muskoka District Municipality Simcoe County
Simcoe Muskoka Catholic District School Board (secondary)	400	Ont English Catholic Teachers	Muskoka District Municipality Simcoe County

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Thames Valley District School Board (elementary)	2,950	Elem Teachers Fed Ont	Elgin County London, C Middlesex County Oxford County
Thames Valley District School Board (elementary occasional)	1,120	Elem Teachers Fed Ont	Elgin County London, C Middlesex County Oxford County
Thames Valley District School Board (secondary)	1,750	Ont Secondary School Teachers	Elgin County London, C Middlesex County Oxford County
Thames Valley District School Board (secondary occasional)	436	Ont Secondary School Teachers	Elgin County London, C Middlesex County Oxford County
Toronto Catholic District School Board (elementary)	3,865	Ont English Catholic Teachers	Toronto, C
Toronto Catholic District School Board (occasional teachers)	638	Ont English Catholic Teachers	Toronto, C
Toronto District School Board (elementary)	10,602	Elem Teachers Fed Ont	Toronto, C
Toronto District School Board (elementary occasional)	2,000	Elem Teachers Fed Ont	Toronto, C
Toronto District School Board (secondary)	6,273	Ont Secondary School Teachers	Toronto, C
Toronto District School Board (secondary occasional)	1,200	Ont Secondary School Teachers	Toronto, C
Toronto District School Board (unit A-prof student serv pers)	500	Ont Secondary School Teachers	Toronto, C
Trillium Lakelands District School Board (elementary)	839	Elem Teachers Fed Ont	Haliburton County Muskoka District Municipality Victoria County
University of Guelph (teaching & service assistants, unit 1)	858	Cdn Public Empls	Guelph, C
University of Ottawa (teaching assistants/tutors)	1,250	Cdn Public Empls	Ottawa, C
University of Western Ontario (registered grad students, part-time)	1,000	Public Service Alliance	London, C
Upper Canada District School Board (elementary)	1,300	Elem Teachers Fed Ont	Lanark County Leeds and Grenville County Prescott and Russell County Stormont, Dundas and Glengarry County
Upper Canada District School Board (non-teaching personnel)	1,400	Cdn Public Empls	Lanark County Leeds and Grenville County Prescott and Russell County Stormont, Dundas and Glengarry County
Upper Grand District School Board (elementary)	1,144	Elem Teachers Fed Ont	Dufferin County Wellington County
Upper Grand District School Board (elementary occasional)	351	Elem Teachers Fed Ont	Dufferin County Wellington County
Upper Grand District School Board (secondary occasional)	250	Ont Secondary School Teachers	Dufferin County Wellington County
Waterloo Catholic District School Board (elementary)	900	Ont English Catholic Teachers	Waterloo Region
Waterloo Catholic District School Board (office)	450	Cdn Public Empls	Waterloo Region
Waterloo Catholic District School Board (secondary)	450	Ont English Catholic Teachers	Waterloo Region
Windsor-Essex Catholic District School Board (occasional teachers)	280	Ont English Catholic Teachers	Essex County
Windsor-Essex Catholic District School Board (secondary)	592	Ont English Catholic Teachers	Essex County
Xerox Canada Ltd (Canadian Manufacturing Operations)	250	Needletrades Ind Textile-UNITE	Mississauga, C
York Region District School Board (elementary)	3,302	Elem Teachers Fed Ont	York Region
York Region District School Board (secondary/occasional)	2,206	Ont Secondary School Teachers	York Region
York University (maintenance/plant operations)	250	Cdn Public Empls	Toronto, C
York University (unit 1-part-time teaching assistants)	1,131	Cdn Public Empls	Toronto, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
York University (unit 2-teaching assistants)	625	Cdn Public Empls	Toronto, C
York University Unit 3-research assistants)	425	Cdn Public Empls	Toronto, C
163 agreements covering fewer than 200 employees each.....10,206			
267 agreements.....116,877			
SEPTEMBER			
Canam Manac Group Inc (Manac Div)	270	Cdn Auto Workers	Orangeville, T
Computing Devices Canada Ltd	300	Independent Local Union	Ottawa, C
			Stittsville, VI
DaimlerChrysler Canada Inc	14,000	Cdn Auto Workers	Ajax, T
			Bramalea
			Etobicoke, C
			Windsor, C
DaimlerChrysler Canada Inc (office)	330	Cdn Auto Workers	Ajax, T
			Brampton, C
			Etobicoke, C
			Windsor, C
Falconbridge Ltd (Kidd Creek Metallurgical Div)	750	Cdn Auto Workers	Timmins, C
Fleet Aerospace Co (Fleet Industries Div)	375	Machinists	Fort Erie, T
Ford Motor Co of Canada Ltd	13,000	Cdn Auto Workers	Bramalea
			Oakville, T
			St. Thomas, C
			Windsor, C
General Chemical Canada Ltd	285	Cdn Auto Workers	Amherstburg, T
General Motors of Canada Ltd	21,400	Cdn Auto Workers	London, C
			Oshawa, C
			St. Catharines, C
			Windsor, C
			Woodstock, C
Lear Corp (Trim Plant)	970	Cdn Auto Workers	Windsor, C
Maple Leaf Foods Inc (Maple Leaf Poultry)	550	Food & Commercial Workers	Toronto, C
Mississauga City Corp (Transit Div)	540	Amalgamated Transit (ATU-Intl)	Mississauga, C
No Frills Franchise Stores	600	United Steelworkers	Toronto, C
Office Specialty Inc	224	IWA - Canada	Holland Landing, VI
Peregrine Inc (Fabrication Operations)	1,400	Cdn Auto Workers	Oshawa, C
PPG Canada Inc (Glass Div)	238	Cdn Auto Workers	Owen Sound, C
Slotex Inc Slot (all operations)	356	Machinists	Toronto, C
Transit Windsor (drivers/office)	200	Amalgamated Transit (ATU-Intl)	Windsor, C
Treasury Board of Canada (applied science & eng)	2,491	Professional Institute	Province-wide
Vytec Corp/Owens Corning (London Plant)	210	Cdn Auto Workers	London, C
Wabco Ltd (Casting Div)	380	United Auto Workers	Wallaceburg, T
Zest Furniture Industries Ltd	255	Labourers	Toronto, C
137 agreements covering fewer than 200 employees each.....6,166			
159 agreements.....65,290			

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
OCTOBER			
Auto Hauloway Inc (office)	1,250	Teamsters	Agincourt Bramalea Fort Erie, T Oakville, T Oshawa, C
Brown Shoe Co of Canada Ltd	250	Food & Commercial Workers	Perth, T
Collins & Aikman Canada Inc (Automotive Div)	245	Cdn Auto Workers	Ingersoll, T
Eastern Canada Car Carriers (Allied Systems/Gen-Auto Shippers)	1,330	Teamsters	Province-wide
Mayne Nickless Transport Inc (Loomis Courier Service Div)	700	Cdn Auto Workers	Province-wide
McGregor Hosiery Mills	525	Cdn Auto Workers	Toronto, C
Placer Dome Canada Ltd (Dome Mine)	375	United Steelworkers	South Porcupine
Rolland Inc (Provincial Papers Inc)	471	Communications Energy Paperwkr	Thunder Bay, C
St Patricks Home of Ottawa	200	Cdn Public Empls	Ottawa, C
83 agreements covering fewer than 200 employees each	**3,855**		
92 agreements	**9,201**		
NOVEMBER			
AFG Industries Ltd (AFGD-FPD Div, Fabricated Products)	209	Teamsters	Concord
Art Gallery of Ontario (support & dining services)	319	Ont Public Service Empls	Toronto, C
Brake Parts Canada Inc (Sudbury Plant)	280	United Steelworkers	Sudbury, C
Cadbury Chocolate Canada Inc	530	Food & Commercial Workers	Georgetown, T Toronto, C
Dylex Ltd (Weston Apparel Mfg Div)	312	Needletrades Ind Textile-UNITE	Weston, T
Genfast Manufacturing Co	292	United Steelworkers	Brantford, C
Group 4 C P S Ltd (Canadian Protection Services)	1,180	Food & Commercial Workers	Durham Region Elgin County Essex County Kent County Lambton County Middlesex County Mississauga, C Oxford County Toronto, C
Hammond Manufacturing Co	260	Independent Local Union	Guelph, C Puslinch, Tp
Kodak Canada Inc	620	Independent Local Union	Toronto, C
Lear Canada	616	Cdn Auto Workers	Whitby, T
Rich Products of Canada Ltd	214	United Steelworkers	Fort Erie, T
Rogers Broadcasting Ltd (The Shopping Channel)	300	United Steelworkers	Province-wide
S K D Company (Milton Div)	220	United Steelworkers	Milton, T
Welded Tube of Canada Ltd	296	United Steelworkers	Vaughan, T
89 agreements covering fewer than 200 employees each	**4,426**		
103 agreements	**10,876**		
DECEMBER			
Alexandria Sash and Door Co (Mouture Alexandria Moulding)	205	Brewery & Professional Workers	Alexandria, T
Atomic Energy of Canada (Candu Operations)	640	Engineers Assn	Mississauga, C
Bella Brands Inc	407	Grain Millers	London, C
Blue Line Taxi Co Ltd (Members of Owners Group)	822	Cdn Auto Workers	Ottawa, C

Employer Name	No of Empl'd	Union Name	Location(s)
Bridgestone/Firestone Canada Inc (Firestone Textiles Co Div)	230	Food & Commercial Workers	Woodstock, C
Canadian Film and TV Production Assn (writers)	730	Writers Guild	Province-wide
Canadian Food Inspection Agency	965	Public Service Alliance	Province-wide
Canadian Niagara Hotels Inc (Hard Rock Cafe/Terrace Food)	550	Hotel Employees	Niagara Falls, C
Canadian Pacific Ltd & St. Lawrence & Hudson (conductors)	1,207	Locomotive Engineers	Province-wide
		United Transportation Union	Province-wide
Central Health Services (health care aides)	409	Service Employees Intl	Toronto, C
Central Precision (1988) Limited	214	United Steelworkers	Etobicoke, C
Chatham-Kent Regional Municipality (Victoria/Thamesview)	250	Service Employees Intl	Chatham, Tp
			Kent County
Community Care East York (home care)	212	Service Employees Intl	Toronto, C
DaimlerChrysler Canada Inc (parts distribution centre)	218	Cdn Auto Workers	Mississauga, C
Durham District School Board (elementary occasional)	525	Elem Teachers Fed Ont	Durham Region
Durham District School Board (secondary occasional)	382	Ont Secondary School Teachers	Durham Region
Enbridge Consumers Gas	767	Communications Energy Paperwkr	Barrie, C
			Brockville, C
			Niagara Region
			Ottawa, C
			Peterborough, C
			Toronto, C
Halton Regional Police Services Board (uniform)	456	Police Association	Halton Region
Holland Hitch of Canada Ltd	212	Cdn Auto Workers	Woodstock, C
Laidlaw Transit Ltd (Para Transpo Div)	230	Amalgamated Transit (ATU-Intl)	Ottawa, C
London City Corp (office)	620	Cdn Public Empls	London, C
London Hydro Electric Comm	220	Cdn Public Empls	London, C
MacDonald Dettwiler Space & Advanced Robotics Ltd	300	Independent Local Union	Brampton, C
			Toronto, Metro Municipality
Markham Town Corp (Fire Dept)	200	Ont Firefighters	Markham, T
Mississauga City Corp (Fire Dept)	500	Intl Fire Fighters	Mississauga, C
Nestlé Canada Inc	502	Teamsters	London, C
Niagara Region Police Services Board (civilians)	235	Police Association	St. Catharines, C
Niagara Region Police Services Board (uniform)	607	Police Association	St. Catharines, C
Ontario Government Provincial Police	5,033	Ont Provincial Police	Province-wide
Ontario Housing Corp and All Housing Authorities	804	Cdn Public Empls	Province-wide
Ontario Jockey Club (Mutuel Thoroughbred/Standardbred Race)	875	Service Employees Intl	Province-wide
Ontario Property Assessment Corp	1,700	Ont Public Service Empls	Province-wide
OSF Inc (Ontario Store Fixtures-Custom Wood Div)	800	United Steelworkers	Toronto, C
Ottawa Congress Centre	450	United Steelworkers	Ottawa, C
Ottawa Police Services Board (uniform)	980	Police Association	Ottawa, C
Peel Regional Municipality Police Services Board (civilians)	476	Police Association	Peel Region
Peel Regional Municipality Police Services Board (uniform)	1,359	Police Association	Peel Region
Royal Aviation Inc (flight attendants)	200	Cdn Public Empls	Province-wide
Simcoe County District School Board (office/edu assist)	800	Ont Public Service Empls	Simcoe County
St Clair Catholic District School Board (occasional teachers)	230	Ont English Catholic Teachers	Kent County
			Lambton County
St Clair Catholic District School Board (office/maintenance/edu assist)	420	Cdn Public Empls	Kent County
			Lambton County
Technol Inc	250	Electrical Workers (IBEW)	Toronto, C
Thunder Bay City Corp (inside/outside/humane society)	740	Cdn Public Empls	Thunder Bay, C
Toronto Metropolitan Convention Centre Corp	850	Labourers	Toronto, C
Trillium Lakelands District School Board (elementary occasional)	249	Elem Teachers Fed Ont	Haliburton County
			Muskoka District Municipality
			Victoria County

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Trillium Lakelands District School Board (office/clerical/tec/edu assist)	405	Cdn Public Emplo	Haliburton County Muskoka District Municipality Victoria County
Union Gas Ltd	440	Communications Energy Paperwkr	Brantford, C Chatham, C Dunnville, T Hamilton, C London, C Sarnia, C Simcoe, T Windsor, C
United Steelworkers Union (national/district offices/staff reps)	382	Independent Local Union	Province-wide
Visiting Homemakers Assn of Hamilton-Wentworth (home support)	423	Service Employees Intl	Hamilton-Wentworth Region
Windsor City Corp (Fire Dept)	273	Ont Firefighters	Windsor, C
Windsor Police Services Board (uniform)	400	Police Association	Windsor, C
Windsor-Essex Catholic District School Board (custodial/maintenance)	201	Service Employees Intl	Essex County
York Catholic District School Board (occasional teachers)	350	Ont English Catholic Teachers	York Region
York Regional Police Services Board (civilians)	300	Police Association	York Region
York Regional Police Services Board (uniform)	800	Police Association	York Region
336 agreements covering fewer than 200 employees each.....14,596			
391 agreements.....47,659			